

powerline

Connecting Employees Worldwide

T&B Canada

Weathers the Economic Storm

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FALL/WINTER 2011

Thomas&Betts

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HIDDEN HEROES

T&B's Revolutionary Ty-Rap is an 'Everyday Hero'

We use them almost daily. They influence our lives. They number in the billions. They are so common that we rarely even think about them: *the Hidden Heroes of everyday life.*

One hero that can be found virtually everywhere is T&B's revolutionary Ty-Rap® plastic cable tie. Because of its simplicity, ease of use and virtually unaltered appearance since its invention, the Ty-Rap has been added to a unique online exhibit showcasing innovative, ingenious, industrial inventions that have become indispensable in everyday life. The exhibit, "Hidden Heroes, The Genius of Everyday Things," is located on the web at www.hidden-heroes.net.

The Ty-Rap plastic cable tie was introduced in 1958 as a practical way to harness the hundreds of feet of wiring used in aircraft construction.

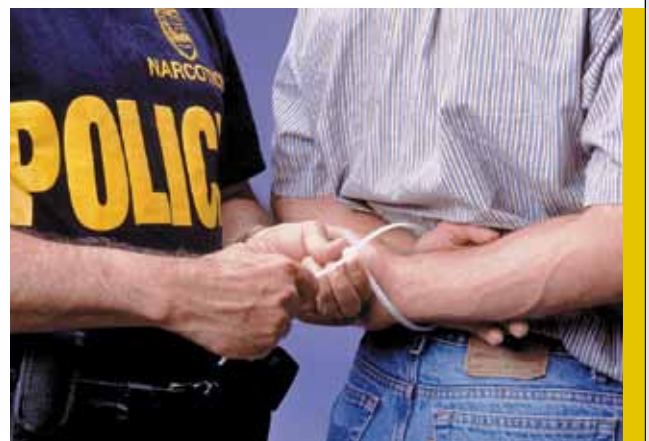
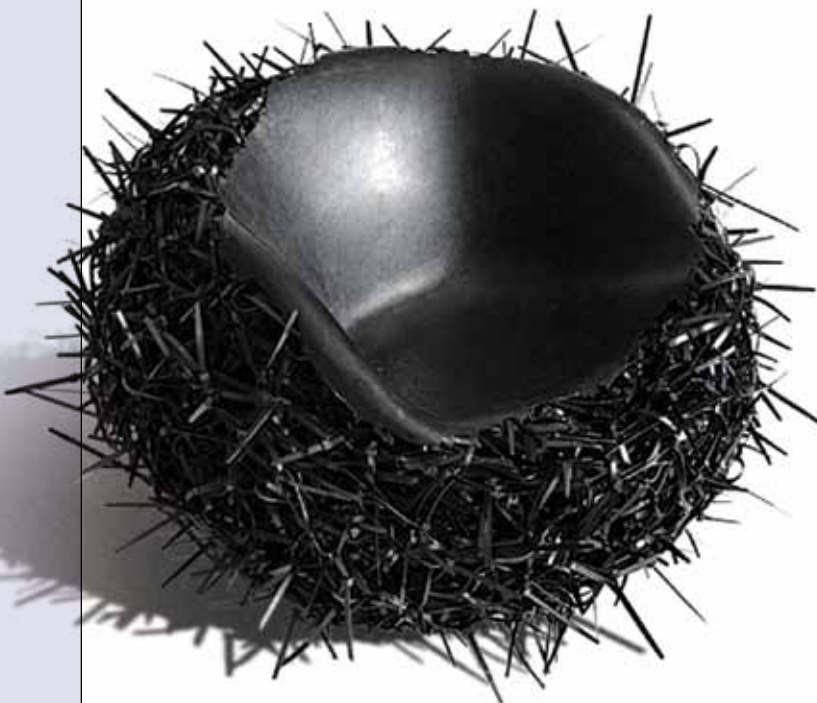


The device quickly became popular in other areas of industry as a quick, lightweight, inexpensive, universal fastener. As the Hidden Heroes exhibit illustrates, cable ties, today, are used everywhere—from automobiles to spacecraft and from major construction sites to backyard gardening. Police officers use them as handcuffs. The Ty-Rap cable tie has even been the inspiration for jewelry, and as the media for works of sculptural art.

The Hidden Heroes project was developed by the Vitra Design Museum of Weil am Rhein, Germany, to showcase simple and innovative products and objects that have stood the test of time. The online tour, during which you will discover the history and stories behind these objects, includes the zipper, thumb tack and Post-its to name a few. **D**

Left: 10,000 black cable ties were woven together for the "Meltdown Chair" designed by artist Tom Price.

Below: Ty-Rap is used by police personnel as restraints.



The true value of a business must take into account an organization's people and the role they play in the business' success.



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powerline

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A digital copy of
PowerLine can be found online at

powerline.tnb.com

or

myconnection.tnb.com

conversations

with Nathalie Pilon

PL: *T&B Canada has enjoyed stable growth over the past decade and managed very well through the downturn. Can you tell us a little bit about the business and T&B's competitive positioning in Canada?*

Nathalie: T&B has a long history of leadership in the Canadian electrical market place and is one of the largest electrical products suppliers in Canada. Just like in the U.S., we offer a broad product portfolio that cuts across the same key market segments—industrial, construction and utility.

The electrical distribution channel is more concentrated in Canada, which provides an excellent opportunity to get close to our distributor partners. It also means that everybody knows what everybody else is doing—which can heighten competitive pressure.

Canada's industrial base is skewed more towards natural resource extraction than the U.S. The oil sands in northern Alberta and the oil rigs off the coast of eastern Canada are an important source of industrial demand for T&B products. The mining industry—which can be found across the country and mines a variety of commodities including coal, zinc, potash, iron ore, copper, gold and even diamonds—is another key source of industrial activity. And in Quebec, eastern Canada and British Columbia, demand is also driven by the pulp and paper industry.

PL: *Part of your vision is being “the leading and most reliable manufacturer, always a step ahead”. What's important in achieving this goal?*

Nathalie: It would be easy for T&B Canada to take our market leadership for granted and to rest on our past success. But that's not our style. We want to stay ‘one step ahead’—of the competition *and* market trends. To do so, we have to be acutely aware of what is going on throughout our industry. We have to really know our customers and understand the emerging trends in order to plan now for future growth.



In Canada, we've taken deliberate steps to refine our culture and our processes to be more proactive, focused and strategic in how we cultivate customer relationships, use information and deploy resources to meet customer needs.

Some of this we've done in collaboration with our colleagues in the U.S., Europe and rest of the world. A good example is the global effort underway to integrate product line strategies and manage the tremendous equity in T&B brands across borders. We also adopted the vertical market approach to sales and are focused on providing solutions, not just products, for our customers.

Here at home, we've taken steps to create an environment that encourages the knowledge flow, sharing and flexibility that drives innovation. An example would be our Front End of Innovation (FEI) optimization. We are redefining the required actions in three key areas: innovation strategy, front-end activities and our product development process in order to increase the quantity and quality of new product ideas we generate. In each of the areas, there is a notion of process improvement, tool development, training and reviewing roles and responsibilities in order to optimize the process as a whole.

PL: *You started your career in finance which is not a typical career path for becoming a general manager. How has this helped you in your role as president of T&B Canada?*

Nathalie: Every business person needs to understand the “numbers” so finance can be an excellent training ground. But what helped me advance my career was my innate curiosity to ‘connect the dots’ and understand how what I did affected other functions. What I came to realize is that the numbers are only as good as the people behind them and that teamwork and passion is what makes the difference between a good and

a great company. As president, the most important thing that I can do is to make sure that everybody understands—and is committed to achieving—our goals. It might sound like a cliché, but I really do believe that people are our greatest asset and that we are only as strong as our weakest link. Communicating well and working together is critical for personal and professional success.

T&B has a long history of leadership in the Canadian electrical market place and is one of the largest electrical products suppliers in Canada.

PL: *On a closing note, what was the last book you read or would highly recommend—for business or for pleasure?*

Nathalie: “Confessions of a Radical Industrialist” by Ray Anderson. This inspirational book tells how Anderson transformed his carpet-manufacturing company to 100% sustainability while improving profits. It really opened my eyes to what we are doing to our environment individually and collectively and what we can do to lessen the negative impact in ways that can be profitable.

We’ve taken this message to heart in Canada and have made a big push to improve our sustainability profile. We are constantly looking for ways to use less material and energy, to recycle and to substitute non-toxic and renewable inputs for non-renewable materials. For example, our Saint-Jean facility recently installed a solar panel that will lower their energy usage by about 15% each year (see article in *PowerLine*, Spring 2011). We take pride in leading the corporation in this regard. The biggest takeaway is that leaders have to “walk the talk” and make change part of the business culture. **■**

“In Canada, we’ve taken deliberate steps to refine our culture and our processes to be more proactive, focused and strategic in how we cultivate customer relationships, use information and deploy resources to meet customer needs.”



T&B
Implements
Talent Management Solution

To Develop Future Leaders



In today's competitive environment, the value of a business is no longer defined merely by its physical assets; the true value of a business must take into account an organization's people and the role they play in the business' success.



"True competitive advantage comes from having superior organizational capacity,"

according to **Peggy Gann**,

senior vice president for Thomas & Betts. "This is even more important in our 24/7, global marketplace where capitalizing on new or expanded business opportunities hinges largely on having the right people with the right skills in the right place at the right time."

Recognizing that having a comprehensive, global database of our employees, their skills and career aspirations is an important component of growth, T&B has joined the growing number of global organizations using technology to manage this complicated task.

"It's relatively easy to gather financial, sales, inventory and other quantifiable information using centralized computer systems," said **Diane Brown**, vice president of Organizational Capacity. "Information on a company's human assets is a bit harder, given the historical reliance on paper files kept by each individual location's human resource department."



PEGGY GANN



A small team of cross-functional managers (the Users Council) were brought together for vendor presentations from five leading TMT (talent management technology) vendors. The team also benchmarked elite companies such as 3M, Schneider, FedEx and Emerson as well as industry peers, Cooper and Hubbell.

After selecting the best option based on factors such as functionality, security, reporting capability and Return on Investment, a multi-year global implementation began. Phase I of the “Connect Me” program was introduced in late 2010.

“Connect Me is another way Thomas & Betts is fulfilling its goal of being the Employer of Choice”, said Diane. “Connect Me, when fully deployed, will provide our employees and managers with the tools for building and navigating their careers at Thomas & Betts. These tools connect our people and their competencies to the organizational needs.”

In Phase 1, annual performance reviews for salaried employees in the U.S. and France were completed using the new technology, and employees set their goals in Connect Me. Additionally, some compensation planning was done in the system.

But we have just scratched the surface for full utilization of the capabilities of the system – by the end of the first quarter of next year, all salaried employees globally will have performance reviews, goals and development plans in Connect Me.

Compensation planning will be done in the system for employees in Canada, France and the UK. Additionally, the recruiting module will be implemented in the U.S. in the third quarter of 2012. The recruiting module will interface with employee Talent Profiles that reside in Connect Me. The database can be searched when positions or developmental opportunities, such as project assignments, become available to identify internal interest.



Connect Me, when fully deployed, will provide our employees with the tools for building and navigating their careers at Thomas & Betts.

– DIANE BROWN

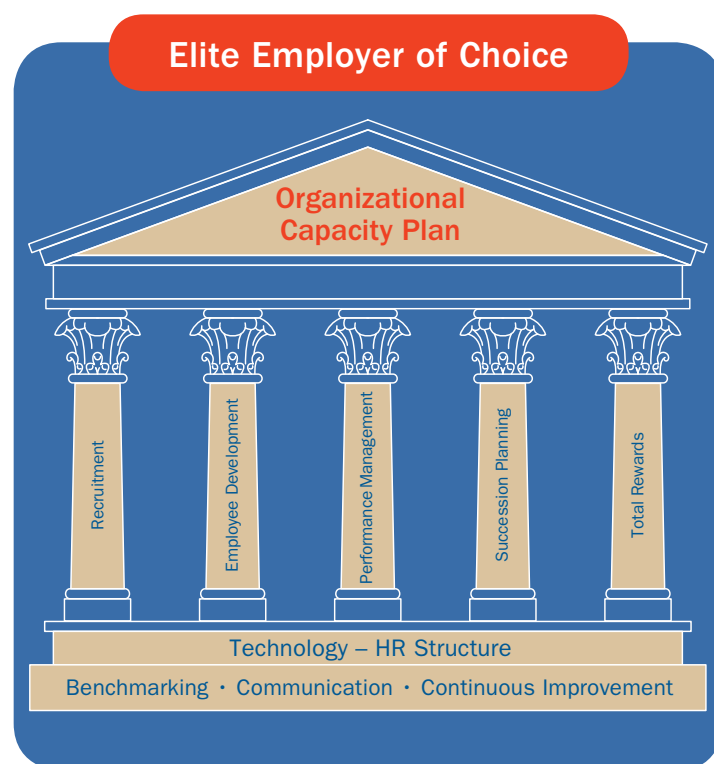


So what’s the real “What’s In It For Me” (WIIFM) for employees?

Connect Me gives employees a chance to be more involved and engaged in managing their careers and a platform to more systematically communicate their skills, capabilities, career aspirations and mobility across the organization.

For managers, the “WIIFM” question is answered by improved insight into employee performance and bottom line contributions.

Plus, the performance review process is streamlined and all data is housed in a readily accessible “on-demand” format. ■





The 2011 AmpUp graduating class are: David Blier, Ruben Villegas, Sandro Schwarz, Hans Pfitzer, Rick Gingras, Michael Kemmerling, Russell Skinner, Benedickt Willem, Dan Gardner, Jason Mattison, Rick Hall, Kelvin Downes, Maurice Lebeau, Jasper Bouma, Mike Hibbard, Susan Woodfield, Liz O'Grady, Sandra O'Connor, Kathleen Crabbe, Kim Kirkland, Gretchen Davidson, Michel Pinet, Paul Schersand and David Tracey.



AmpUp Program Graduates Second Class of Global Leaders

(L to R) Mentors Johan van Bruggen, director product management and engineering, EMEA, and Bob Caporale, vice president product management and engineering, Electrical, stand with the 2011 AmpUp winning team: Paul Schersand, manager, customs, Corporate Finance; Rick Hall, director of operations, Ormond Beach, Fla.; Liz O'Grady, national sales manager, Graybar, U.S. Electrical; Jasper Bouma, plant manager, Barendrecht, NL; David Blier, product manager, Canada; and Susan Woodfield, senior manager accounting, U.S. Electrical. Not pictured, the team's executive sponsor, Viswas Purani, president, HVAC Division.

In 2010, Thomas & Betts—in partnership with Rutgers University—launched a leadership development program called *AmpUp*—an acronym that stands for Accelerating Management Performance—University Program. (See **PowerLine** Spring 2011). The second class of *AmpUp* participants has now graduated.

The new graduates include 24 T&B employees with more than 250 years of experience with Thomas & Betts.

The coursework culminated in a final “Reality Project” in which four teams were given real-life T&B business challenges. Each team had three months to develop a business plan to solve the problem.

An executive panel consisting of **Dominic Pileggi**, chairman and chief executive officer; and his direct reports were formally presented the “real” business plans at the end of the program.

“This program was an exciting journey through all the disciplines of our business environment and very often it moved me out of my comfort zone,” said **Michael Kemmerling**, director of distribution of T&B Europe. “Overall, it was a great experience, allowing me to develop new worldwide contacts and relationships that will be invaluable in the future.”

“I’ll be able to use the material from this program throughout my career,” said **Michael Hibbard**, business controller for Steel Structures. “The best part was having the chance to work with an extremely talented team of T&B employees and developing a business plan that was presented to senior management.”

“*AmpUp* broadened my business

insight, helped in understanding strategic business processes and how they are related,” said **Jasper Bouma**, plant manager, Netherlands. “The program improved my capabilities to lead and manage my team and business into the future.”

“*AmpUp* exposed me to other operations within our organization and allowed me to better understand and appreciate the overall needs and objectives of our company,” said **David Tracey**, regional sales manager, Canada. “The great team spirit and relationship building is something I’ll remember for a long time.”

“The *AmpUp* final project was a tremendous learning experience that utilized our class room training and personal experiences to create a real world business case,” said **Hans Pfitzer**, vice president of engineering, T&B Power Solutions.

“The dynamics created by the combination of the Rutgers staff with global T&B participants created a powerful learning experience,” said **Susan Woodfield**, senior manager accounting, T&B electrical finance. “The program prepares you to identify and effectively address real issues facing our businesses today.” **D**

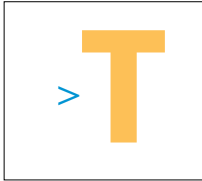


THE SEVEN-MONTH PROGRAM INCLUDED:

- Four classroom sessions in Memphis
- An advanced-level business simulation/competition
- Bi-weekly, 90-minute webinars
- Continuous reading and learning from relevant international business thought leaders

WESCO Names T&B

“Supplier of the Year” AGAIN!



Thomas & Betts U.S. and Canada recently received the coveted “Supplier of the Year” award from WESCO International for the second consecutive time. WESCO (NYSE:

WCC) is one of the most highly respected electrical distributors in the world, known for its business savvy and proactive marketing and sales approach.

“Winning this award twice is unprecedented and, I believe, unparalleled recognition of the world-class focus and team work that keeps T&B at the head of our industry,” said **Dominic Pileggi**, chairman and chief executive officer. “This award is the best validation of our Brand of Choice and Supplier of Choice efforts that we could ask for. I couldn’t be prouder of our company.”

WESCO recognized both the U.S. and Canadian electrical businesses for their support of WESCO on all levels, from cooperation between both companies’ top management all the way through to how T&B sales and customer service works with each branch location. T&B’s support for WESCO goes beyond the usual catalogs and brochures. The two companies work closely together including strategically planning how to best penetrate targeted vertical markets and key accounts; going on joint field marketing and sales calls; and creating mutually beneficial marketing and incentive programs. Together, the two companies have enjoyed solid growth in key markets over the past few years.

The award was presented during WESCO’s annual marketing meeting that drew more than 500 attendants, including more than 150 suppliers.

“We have cultivated a great relationship with WESCO over the years and this award recognizes the value of this partnership to both parties,” said **Peter Feruglio**, WESCO national accounts manager for T&B in the United States.

Reg Clark, vice president of industrial sales for T&B Canada, echoed Peter’s sentiments. “We could not have won this award without the management of both companies demonstrating their commitment to grow our business together. Our mutual sales organizations believed in the plan and worked more closely than ever in the past two years to exceed our goals. The results speak for themselves.”

“My congratulations go out to the entire T&B global team on this well-deserved industry leadership award, said **Brian Herington**, president, U.S. and Latin America Electrical business. “The only way to win an award of this caliber is to listen to the customer, understand their needs and execute flawlessly. T&B has proven again that this is our forte.”

WESCO International, based in Pittsburgh, Pa., has over 400 full-service branch locations, 7,000 employees and serves more than 100,000 customers worldwide. ■



WESCO
INTERNATIONAL



(L to R) Gashaw Abebe, VP supplier relations, WESCO; Peter Feruglio, WESCO national accounts manager, T&B; Steve Van Oss, Sr. VP & COO, WESCO; John Engel, president & CEO, WESCO; Chuck Treadway, Sr. VP & COO, T&B; Brian Herington, president, U.S. and Latin America Electrical business, T&B; and Mike Ludwig, VP marketing, WESCO.

Not pictured are Nathalie Pilon, president, T&B Canada and Reg Clark, VP industrial sales, T&B Canada.



PMA 'Swings' into Action

to Help Polish Railway
Get on Track



Clockwise from top left: **1** Canonicity Square, Old Town Warsaw (Photo: Alina Zienowicz). **2** Electrical trams offer an environmentally friendly alternative to buses for mass transportation. **3** PMA cable protection systems are widely used in railcar manufacturing because of their ability to withstand extreme temperatures and harsh conditions. **4** The robust PMAJACK braiding has a high temperature resistance ranging from -75°C to +450°C and is used for bundling and protecting electrical wiring or other components in industry, aviation, construction of vehicles and railways.

Trolleys, or trams, are making a comeback as a preferred mode of urban transport throughout Europe because they are an environmentally friendly alternative to automobile or bus transportation and help reduce carbon dioxide (CO₂) emissions significantly.

Warsaw, the capital of Poland, is one such city where trams are being used to improve air quality and historic preservation efforts. The city's 'Old Town' section dates from the 10th century and its beauty is being threatened by the ravages of air pollution.

"PMA products are well suited for this project."

— MARTIN GÜLLER

To meet its citizens' need for reliable mass transport while reducing carbon dioxide emissions, Warsaw is investing in 228 'Swing' tram cars for the city. 'Swing' trams got their nickname because of the way the cars softly rock from side to side when in motion.

PESA, Poland's oldest manufacturer of railway vehicles, has selected T&B's Swiss-based PMA as the exclusive provider of cable protection for the vehicles. Working with its Polish distributor ASTE Sp. Z o.o., PMA will supply over 2,000,000 feet (610,000 meters) of PMA conduit, 299,000 feet (91,000 meters) of plastic braid and more than 285,000 fittings for the project.

"PMA products are well suited for this important project," said **Martin Güller**, market and project director for PMA in Poland. "Our PMAFIX Pro and PMAFIX/PMAFLEX product lines are known for their ability to withstand extreme temperatures and high degree of reliability. We are pleased to be PESA's chosen supplier for cable protection systems."

The new tram system reduces CO₂ emissions by an estimated 30,000 tons annually.

PMA manufactures high-quality polyamide resin-based flexible conduit and fittings used in a broad variety of industrial applications to protect energy and data cables from external forces such as vibration, heat, fire, cold and tensile stress. **P**

Road Show on Wheels Delivers Value to T&B Customers

New mobile marketing fleet is ideal way to build strong customer relations

It's a secret the ice cream man discovered years ago. Deliver the goods to your customers instead of waiting for your customers to come to you. And that simple logic is paying dividends for T&B with the recently launched Mobile Solutions marketing campaign.

A fleet of four eye-catching trucks emblazoned with snappy graphics and high-resolution photos of T&B electrical and utility products are making their way around the U.S., providing hands-on training for end-user customers. The custom-made trucks—built on a Ford F450 chassis and featuring over 360 horsepower and 450 lbs. torque of raw power—house a variety of electrical and utility products including Color-Keyed®, Homac®, Blackburn®, Sta-Kon® and Ty-Rap® brand products.

The concept and design was a collaboration of various members of T&B's Connectivity & Grounding Marketing group. Once the basic concept was in place, the actual product displays were laid out and assembled by the Mobile Solutions Team—**Bill Mauriello, Cory Martin, Cody Talley, Sui Shen and Roger Kuhn**—in conjunction with our fabricating company partner, Benchmark. The process took about six months to complete the four trucks.

"The mobile solutions truck is a trade show on wheels," said **Bob Caporale**, vice president product management and engineering, Electrical. "It's not only an attention grabber but a powerful visual display of our products and a powerful physical representation of our quality and innovation."

Each 30-by-20 foot, 16,000 pound (7,273 kilograms) truck houses 18 product panels that slide in and out and can be tailored to meet the needs of a specific customer. 42-inch, state-of-the-art flat screen TVs showcase training and promotional videos while pull out counter tops allow hands-on product demonstrations.

"If we are visiting a wind farm developer we can customize the

product panels that showcase the breadth of T&B products suitable for use in a wind turbine," said **Marc Salerno**, group director of Connectivity & Grounding for the U.S. Electrical business. "If the next stop is a waste water treatment facility, we can switch the panels and products to fit their unique needs."

"Using the mobile solutions program is an ideal way to introduce customers to the quality, reliability and breadth of T&B's product portfolio—especially if customers are currently using a competitor's product," said Salerno. "It's an up-close, hands-on experience that has proven far more valuable than flipping through catalogs or trying to make a sale over the phone." ■



Using the mobile solutions program is an ideal way to introduce customers to the quality, reliability and breadth of T&B's product portfolio.

— MARC SALERNO

T&B's mobile solutions truck is equipped with 18 product panels that easily slide in and out and can be tailored to meet the needs of a specific customer. Equipped with 42" flat screen TVs on the side of the truck, presentations and training modules can be viewed.

Blackburn® Color-Keyed® HOMAC® Sta-Kon® Ty-Rap®

T&B Presents

Global Solutions at Offshore Technology Conference

Oil and Gas is one of the bright spots for growth worldwide and the Offshore Technology Conference (OTC), held annually in Houston, Texas, is the premier event where firms from around the world showcase their offerings in the areas of drilling, environmental protection, exploration, production development, innovation and technology.




In 2011, OTC broke attendance records with more than 78,000 attendees from 120 countries attending the conference.

"The conference brings together people from the oil and gas industry globally making it an ideal opportunity for T&B to meet and discuss issues they face," said **Paul Gretton**, marketing manager, Oil & Gas EMEA.

Recognizing the importance of enhancing our presence in global oil and gas markets, T&B brought a global team to the show with representatives from the U.S., Canada, Latin America and the United Kingdom. Likewise, our message was all about global solutions: Global Products – Global Certifications – Global Support. Among the brands represented were Homac®, Blackburn®, Color-Keyed®, DTS, Hazlux®, Emergi-Lite®, Ocal®, Russelstoll®, Cyberex®, Joslyn Hi-Voltage® and Kopex.

"OTC is more than a conference; it's a cultural trade show event for the oilfield," said **Mark Nowak**, T&B's manager of market development, Oil & Gas, U.S. & Latin America. "Talking face-to-face with customers is a great marketing opportunity, especially with customers from overseas. This event allowed us to increase awareness of our brands and capabilities both domestically and abroad."

The oil and gas market is a truly global market and Thomas & Betts offers products that meet the electrical codes of various countries. For example, Hazlux® is approved for use in markets that operate under the National Electric Code (NEC) installation practices, as required in the United States, and DTS fixtures are approved for markets that operate under the international ATEX (Atmosphere Explosive) code. 


Hazlux®

Hazlux hazardous industrial lighting fixtures used for hazardous locations and adverse environments.



T&B's booth at OTC featured towers constructed of Kindorf metal framing connected overhead with T&B's cable tray. The left tower featured products for sale in the U.S. and the right tower featured products that meet international standards.



DTS explosion-proof lighting and electrical protection equipment for hazardous and hostile areas used in a large technical and geographic range of environments such as refineries and hydrocarbon areas; petrochemical plants; oil-tankers and drilling platforms; gas terminals and power stations.



T&B Grows Latin American Presence

At Regional Trade Show



Bogdan Diaconescu, Javier Santana, Julian Good, Juan Villasana, Chris Castleberry, and Jose Luis Alvarez came face to face with more than 25,000 visitors at the Expo Eléctrica Internacional in Mexico City. Globe photo: Heraldry

Latin America is a fast-growing region with significant potential for Thomas & Betts and we are moving quickly to capture the hearts and minds of electrical professionals. Our Latin American team, lead by **Juan Villasana**, sales director, Latin America, recently showcased T&B products and solutions at Expo Eléctrica Internacional held in Mexico City. The three-day event attracted more than 25,000 visitors interested in control automation,

illumination, electrical equipment and materials.

"There wasn't a single moment during the entire expo that our booth was not full of people browsing our product lines and asking questions, said **Jose Alvarez**, manager of marketing and support, Latin America. "We have a compelling offering that has sparked good interest among electrical professionals in Mexico and the neighboring region."



T&B's booth showcased Emergi-Lite® lighting systems, Ocal® conduit and fittings, Cyberex® industrial UPS

systems, Russelstoll®, Ty-Rap®, Ty-Duct™, Sta-Kon®, PMA cable protection systems, Color-Keyed®, Blackburn® and T&B® conduit fittings. Monitors were mounted in the booth, looping videos and presentations from the various product lines. **D**

T&B Goes High in the Andes to Capture Mining Industry Growth

T&B's Industrial Marketing & Sales team for the Western Hemisphere recently attended the PERUMIN 30 Convención Minera in the industrial city of Arequipa in southern Peru. The exhibition is the largest and most important mining exhibition in Latin America and promotes technological exchange between professionals and business opportunities among the companies participating.

"As part of our initiative seeking more growth in Latin American markets, we focused on Products, Solutions and Support that we can provide to the mining industry," said **Juan Villasana**, sales director, Latin America.

T&B's booth captured the attention of people interested in learning more of T&B's broad range of products used in wire and cable management, cable protection systems, power connection and control and safety technology.

More than 5,000 exhibitors from 26 countries and 9,000 participants attended the event.

The exhibition is an international event held every two years by the Institute of Mining Engineers of Peru (Instituto de Ingenieros de Minas del Perú) since 1954. It is one of the most important mining events in Latin America and promotes technological exchange among professionals and also business opportunities between the participating companies. **D**



Modeling the typical Peruvian Alpaca wool hat are: Back row (l to r): Alejandro Martinez, Uriel Garzo, German Samuilov, Jose Luis Alvarez, Ned Camuti, Julian Good, Juan Villasana, Chris Castleberry; Seated (l to r): Nico Gacitua and Humberto Rodriguez.

Andes photo: Robert Morrow



T&B Supports Construction of Haiti's **Mirebalais Hospital**



Long before the January 2010 earthquake in Port-au-Prince, the capital of Haiti, Partners In Health, (PIH), a Boston-based international organization dedicated to delivering quality health care to people and communities, had plans to build a regional hospital there.

After the devastating quake destroyed Haiti's main teaching hospital, PIH scaled up their plans to build a sustainable, state of the art teaching facility powered by solar panels. The hospital will serve rural communities and bring medical technologies to Haiti that had never existed before.

T&B generously donated a wide range of electrical products from brands such as Carlon® elbows, ENT, fittings and junction boxes, Catamount® cable ties, Kindorf® metal framing and Steel City® rigid, die cast and steel fittings, among others.

Opening January 2012, the state-of-the-art, 320-bed facility, is 180,000 square feet (16,722 square meters) and is the largest public hospital outside of Port-au-Prince. **D**

T&B Homic Provides the Right Connection for Japan

Any time there is a natural disaster, restoring electrical power is a key concern. The devastating earthquake and tsunami that struck off the eastern coast of Japan was no exception. More than 4.4 million people were without power.

T&B's customer, APR Energy, a leading provider of major turnkey temporary power generation services, was awarded a 203MW (megawatt) contract by Tokyo Electric Power Company (TEPCO), the world's largest private electricity company, to provide the utility with mobile substations (self-contained, trailer-mounted units that can function as substations) for two power plants to partially offset power shortages caused by the loss of generating capacity at the disaster-stricken power plants.

Found half way across the world in Ormond Beach, Fla., the Homic facility was called into action to manufacture the custom-made connections.

"In an effort to adapt the equipment to the existing infrastructure, special connections had to be manufactured," said **Marc Salerno**, group director of Connectivity & Grounding for the U.S. Electrical business. "Everyone at the plant worked together as a team to make this project possible from the design, to raw material to final production and then logistically getting the products out the door just in time to make the charter flight to Japan. The whole process took less than five days."

"The employees of the Homic facility went into hyper-mode action to process what would normally have taken months," said **Alan Amidon**, specification specialist for the Southern Region. "It was a real team effort including coordination from Memphis with Ormond Beach across multiple groups to pull this off."

T&B's Homic facility manufactures components used in utility distribution and substation markets, as well as industrial and telecommunications markets. **D**



“The employees in Ormond Beach went into hyper-mode action to process what would normally have taken months.”

— ALAN AMIDON

T&B Names A. Duie Pyle Carrier of the Year

Less than truckload (LTL) carriers must pick up and deliver goods when promised, maintain consistent transit times and provide professional customer service.

Meeting those demands and performing at the highest service levels throughout 2010, A. Duie Pyle, the Northeast's premier transportation and logistics provider, received T&B's "2010 LTL Carrier of the Year" award.

"We look for top performers, the people that do it best," said **Dwain Becton**, manager, transportation services. "A. Duie Pyle is among the best carriers we use and this award is our way of saying

thank you for their support, dedication and overall consistency in providing exemplary service to our customers."

A. Duie Pyle, which began working for T&B in 2005, handles thousands of LTL shipments annually for the company and its customers. This is the first time A. Duie Pyle has won the award, which recognizes the top carrier in the areas of on-time service, billing accuracy and claims processing. **P**



Dan Bartel (second from left), vice president, global supply chain, presents Jim Latta, A. Duie Pyle owner and vice president, with T&B's 2010 Carrier of the Year award. Also pictured are Dwain Becton, manager, transportation services and Adam Murphy, T&B transportation specialist.

T&B Strengthens Ties to Asia-Pacific Region with New India Office

In an effort to broaden the company's relationships with suppliers in the Asia-Pacific region, T&B recently opened a new sourcing and engineering office in Hyderabad, India, to help source a variety of commodities and to support product engineering initiatives. Located in the south central part of the country, Hyderabad is considered to be the crossroads of North and South India. Hyderabad was selected because of its location, size (sixth largest city in

India), talented work force and reliable business infrastructure.

"Our Hyderabad Engineering Design Center is established and operational with a team of four engineers, specializing in mechanical design, electronics, and software," said **Alan Neal**, vice president, engineering and technology. "This team is well suited to support the product development efforts at our U.S. design center. We're especially excited about our enhanced



ability to localize current T&B products for regional markets."

"Hyderabad is an ideal place to support our growth and strategic initiatives," said **Dan Bartel**, vice president of T&B's global supply chain. "India is already a well established supplier market for many U.S. and European companies; therefore, opening a local office emphasizes our long-term commitment to the growing Indian market. It also positions us well to develop suppliers throughout the region." **P**

The team heading up the new office in India is (l to r): Shiva Narayan, sourcing manager; Krishna Mohan, supplier development manager; Senthil Anand, director, Sourcing; Ravi Kumar, supplier quality engineer; G. Siva Kumar, administration executive; and Prem Sagar, design engineer.



Thomas & Betts Becomes NJATC Platinum Partner



David Kendall (right) accepts the NJATC Platinum Partner award for T&B by Michael Callanan, executive director, NJATC.

T&B recently was awarded Platinum Level Training Partner status from the National Joint Apprenticeship and Training Committee (NJATC) and National Training Institute (NTI) in recognition of T&B's role in training electrical apprentices.

"We're thrilled to be a Platinum Level Training Partner," said **David Kendall**, director of Industry Affairs for T&B. "This achievement reflects our increased participation in NJATC and our plans for additional collaboration in the future."

In response to the anticipated demand for electrical workers, the NJATC and T&B have agreed to develop a joint national apprentice-training program. The agreement also establishes a framework for all T&B programs and initiatives serving the International Brotherhood of Electrical Workers (IBEW), for which the NJATC is the national training organization, the National Electrical Contractors Association (NECA) and the NJATC itself.

During the trade show opening ceremony, T&B presented a \$5,000 scholarship for one of 48 recognized "Outstanding Apprentices" to help supplement the cost of their five-year training program as an electrician.

NJATC is a non-profit organization dedicated to ensuring that electrical apprentices have the best training possible. **P**

Tim McNeive and Dominic Pileggi Recognized for Leadership by NEMA

Thomas & Betts has a long history of service to the electrical industry going back to the earliest formation of electrical codes and standards. This tradition continues today. Two T&B executives were recently recognized by NEMA (National Electrical Manufacturers Association) at NEMA's 85th annual meeting held in Washington, D.C. NEMA is the leading trade association for the electrical manufacturing industry.

Timothy P. McNeive, who leads T&B's technical liaison group, received the prestigious Kite & Key Award for his active and sustained involvement in NEMA activities. In selecting Tim, the judges noted that Tim has nearly 40 years experience in the electrical industry and has spent nearly half of that time dedicated to ensuring the industry has appropriate professional standards. Tim is currently vice chair of NEMA's International and Regional Standardization Committee and represents the organization at the National Fire Protection Association which publishes the National Electrical Code (NEC). The NEC codifies the requirements for safe electrical installations into a single, standardized source.

Tim is also active in regional and international standardization and represents T&B and the U.S. electrical industry on numerous regional standards committees in Canada, Mexico and other international task forces. He is the past president of CANENA, the Council for Harmonization of Electro-technical Standards in the Nations of the Americas and member of its Executive Committee.

Dominic Pileggi, T&B's chair and chief executive officer, was also honored by NEMA and named to the role of chairman of the organization's Board of Governors. The Board oversees the organization but also provides strategic direction for how the electrical industry can continue to meet the public's need for safe, reliable electrical products and electricity. Dominic has nearly a decade of service on NEMA's Board and Executive Committee and has previously served as First Vice Chair and Treasurer for the organization. **P**



Top: Tim McNeive receives NEMA's prestigious Kite & Key Award for his years of leadership in the organization and electrical industry by David FitzGibbon, vice chairman and CEO of ILSCO Corporation and chairman of NEMA's Board of Governors.

Bottom: Dominic Pileggi is congratulated by David FitzGibbon, vice chairman and CEO of ILSCO Corporation and chairman of NEMA's Board of Governors, on his being named chair of the National Electrical Manufacturers Association (NEMA).



AMBIRAD
ENERGY EFFICIENT HEATING SYSTEMS



AIRBLOC
ENERGY SAVING AIR CURTAINS

“AmbiRad is an excellent addition to our global HVAC business.”

– VISWAS PURANI

Turning Up the Heat, T&B Acquires the AmbiRad Group

U.K. Leader in Specialty HVAC Products

T&B continues to secure its leading position in niche HVAC markets with its recent acquisition of the AmbiRad Group, a privately held U.K. manufacturer of specialized commercial and industrial heating and ventilation products based in Birmingham, England. AmbiRad has sold T&B Reznor products in the U.K. for more than 20 years.

“Our long-standing relationship with AmbiRad and its complementary product portfolio makes AmbiRad an excellent addition to our global HVAC business,” said **Viswas Purani**, president, HVAC division.

As a leading manufacturer of gas fired low intensity infrared heating systems,

AmbiRad systems are utilized in applications such as manufacturing facilities, warehouses, vehicle service centers, dock areas and airplane hangars.

Founded in 1979, the AmbiRad Group is the U.K.’s market leader in commercial and industrial space heating with radiant and warm-air products. Their leading brand names – AmbiRad and Airbloc – are sold throughout Europe and exported to other global markets. **P**



New LU Universal Conduit Fitting Solves Wiring Problem On Drilling Rigs

Land-based drilling rigs

require safe, reliable electrical systems but their unique construction poses special challenges. Rigs are typically constructed as compact modules so they can be easily disassembled, transported and redeployed at different locations. Traditionally, these rigs use cable tray systems to manage electrical wiring. However, this leaves the wiring exposed and subject to damage and/or theft as the rigs are torn down and transported from site to site or stored at remote locations.

All Star Electric, an electrical contractor based in Houston, Texas, specializes in installing electrical systems on drilling rigs. On a recent project for a prominent customer, the specification called for electrical conduit—rather than cable tray—to be used to house the wiring to prevent damage and theft.

Ken Stolte, vice president of All Star Electric, immediately recognized that running the wiring through traditional conduit would be difficult and expensive, given the compact and disassembly requirements of the rigging. With tight right-angle bends at each of a rig’s many corners, pulling long bundles of heavy-gauge wiring through typical conduit would be time-consuming, if not impossible. Stolte thought the only way to manage the process was to run the conductors through straight conduit and splice them together at the corners—a less-than-ideal solution.

However, that was before Stolte received a sample of T&B’s BlueKote® Universal Conduit Elbow (called the LU). The LU is a right-angled conduit fitting featuring a much wider radius and a large-access opening in the center of the bend. In many applications, this allows wire to be

pulled through the LU for enormous labor savings.

The T&B LU conduit elbow’s wire-fill rating is 40 percent, which is the same as conduit, and increases the amount of wire that can be run through smaller fittings. Additionally, where codes require an inspection port after a 90-degree bend, the LU functions as both an elbow and inspection port.

Another benefit of the LU fitting include BlueKote® four-layer protection that provides both internal and external corrosion resistance. **P**



T&B's U.S. and Latin America
Electrical Business has a

New Leader

Brian
Herington

“Brian is an excellent addition to our management team. He has first-hand industry experience and a great understanding of our distribution channel and lean manufacturing operations.”



Brian Herington has been named President of T&B's U.S. and Latin America Electrical Business. Brian is a seasoned executive with broad-reaching global experience in sales,

marketing, product management, business development and general management. Herington fills a vacancy left by the promotion of **Chuck Treadway** to president and chief operating officer earlier this year. Brian's responsibilities also include Power Solutions and its service component, JT Packard.

“Brian is an excellent addition to our management team,” said Chuck. “He has first-hand industry experience and a great understanding of our distribution channel and lean manufacturing operations,” said Chuck. “Brian, together with the U.S. and Latin America electrical team, will focus on delivering on driving our strategic initiatives and maintaining our strong momentum.”

Brian comes to T&B from Performance Fibers, a privately held, global leader in industrial polyester fibers used in a wide variety of industrial and consumer applications. Brian also spent 16 years at General Electrical moving through roles of greater responsibility, including regional general manager of GE Lighting and general manager, GE Plastics.

A native of Illinois, Brian earned a Bachelor of Science degree from Illinois State University and a Master of Business Administration from Ashford University. **D**

“Steve is a seasoned leader with a track record of delivering practical solutions and results and will add value to this important function.”

Stephen
Schaeffen

A

ccording to **Bill Weaver**, senior vice president and chief financial officer, Audit Services is a critical function in any public corporation and T&B now has a new leader at the helm.

Schaeffen Leads T&B's

Audit Services

Stephen Schaeffen recently joined T&B as vice president of Audit Services.

“Steve is an excellent addition to our finance team,” said Bill. “He is a seasoned leader with a track record of delivering practical solutions and results and will add value to this important function.”

The Audit Services team is responsible for ensuring that T&B's financial and business process controls are well designed and operate reliably while also providing leadership in risk management, compliance and business process improvement.

The most effective Audit Services departments act as a partner to the businesses in helping them understand and mitigate the risks that may arise in the normal course of running a business.

“Our most important role is to help assure that the processes we rely on to meet our business strategies and goals are effective and working as designed,” said Steve. “To use a sports analogy, if the key to our screen pass strategy is a two second delay before the line releases, we test to see if we are sticking with two seconds in practice and in games, and let the coach know the results. The coach can then adjust play execution to get the best results. Working together helps T&B win.”

Prior to joining T&B, Steve was a partner and chief internal auditor at Deloitte, and vice president enterprise risk management at Harrah's Entertainment. He also served in a number of global finance, information technology and operating leadership roles at International Paper and Pennzoil prior to joining Harrah's.

Steve is a Certified Public Accountant and Certified Information Technology Professional and earned a Bachelor degree in Business Administration in Accounting from Christian Brothers University in Memphis, Tenn. **D**

U.S. Electrical's Team Leaders Make Big Difference

Even if you never played sports as a child, there's a good chance that you've been part of a team at work. Today's competitive environment requires that people must work closely together, wear many hats and work effectively across the organization to get tasks accomplished. But that is easier said than done. For a team to perform well and succeed, it must have good leadership.

Recognizing this, the U.S. Electrical division launched a Team Leader training curriculum in their manufacturing facilities about five years ago. Today, the program continues to thrive, expanding the skills of hourly associates and helping improve operations at the facilities.



"Developing Team Leaders has been a major contributor to the success of our Lean Manufacturing system," said **Herb Bradshaw**, plant manager, Athens, Tenn. facility. "Lean Manufacturing works best when you have an engaged and empowered workforce and Team Leaders are on the front lines of getting employees involved."

The Athens facility has been recognized nationally for its success in implementing Lean techniques.

*"An opportunity..."
'A chance to move ahead...'
'Something different and exciting...'*

These are just some of the responses you hear when you talk to T&B's Team Leaders about the training and coaching they received in preparation for taking on their new responsibilities," said **Doug Smith**, human resource specialist at T&B's Athens, Tenn. facility.



Before an employee can take on the responsibility of being a Team Leader, they must successfully complete a wide variety of coursework ranging from interpersonal skills to safety and lean manufacturing.



Kerry Childs, a nine-year veteran at T&B's Jonesboro, Ark., plant has been a team leader for about a year. According to Kerry, the training is something he uses everyday on the job, especially the safety training. "Once it's in your head, you think about it all the time," said Kerry.

The learning and coaching continues long after the basic training is complete. Team Leaders are assigned mentors. Mentors are role models who support and encourage the team leader by offering suggestions and knowledge in an effort to help improve their skills and further advance their careers.

"The mentoring program has been excellent," said **Shannon Compton**, senior team leader for the Portland, Tenn., facility. "I've learned things from my mentor that were not covered in the formal training which has been incredibly helpful."



Many of the Team Leaders have found the skills they've developed useful outside the workplace as well.

"Before the Team Leader training, I didn't have the confidence to stand up and talk in front of people," said **Kay McCullough**, team leader, Athens. "Now I participate in a jail ministry and can easily speak before the group."



"The interpersonal skills training I received has been useful as a football coach when dealing with parents and players alike," said **Kenny Hammons**, team leader, Athens. "The ability to build rapport and trust and to present oneself with clarity and professionalism and to be able to handle challenging situations is invaluable."



Drew Aschauer, team leader, Ormond Beach, Fla., facility, appreciated the training for the advancement opportunities it provides.

"Being a Team Leader is a big commitment, but it also can have big rewards," said Drew. "I am honored to be part of the program. **P**

Greg Steinman

Named Senior Member of the



IEEE



Greg Steinman

Greg Steinman, technical liaison engineering project manager, was recently elevated to the grade of Senior Member of the Institute of Electrical and Electronics Engineers (IEEE), the world's largest professional association for the advancement of technology.

"Obtaining Senior Member status at IEEE is an honor," said Greg. "I was

nominated and sponsored by my peers in the electrical industry for my work on the National Electrical Code over the past 17 years."

Senior Member is the highest grade for which IEEE members can apply. Only eight percent of the IEEE's approximate 400,000 members hold this grade, which requires extensive experience, and reflects professional maturity and documented achievement of significance.

Greg is active in numerous electrical codes and standards committees representing Thomas & Betts and the National Electrical Manufacturers Association (NEMA). ■

“Obtaining Senior Member status at IEEE is an honor. I was nominated and sponsored by my peers in the electrical industry for my work on the National Electrical Code over the past 17 years.”

Ann Jaehn Appointed as Vice Chair for IDEA Industry Standards Committee



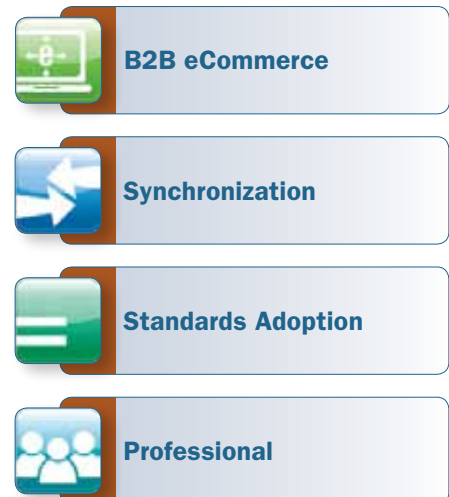
The IDEA Industry Standards Committee (ISC)

recently appointed **Ann Jaehn**, director of pricing for U.S. Electrical, as Vice Chair of its executive committee. Ann has participated in the standards committee since 2001.

As the director of pricing, Ann specializes in pricing strategy and execution, data synchronization and standardization, and systems automation for the electrical division. Ann works closely with key strategic

partners to reduce transaction costs and improve process efficiencies. Ann has more than 30 years with T&B.

IDEA was founded through a partnership rooted in the collective leadership, vision, wisdom and expertise of the National Association of Electrical Distributors (NAED) and the National Electrical Manufacturers Association (NEMA) members. IDEA is the official eCommerce standards creating and setting body for the electrical industry and those same standards translate to other industries. ■





Electrical Division

Two long-time T&B managers have been promoted to key positions in operations.

Chuck Gilreath, a 22-year T&B veteran, has been named vice president of operations for the Electrical Division. Chuck replaces Tim Coates, who left T&B to pursue an opportunity with a global internet retailer provider.

Chuck joined T&B as supply chain manager at the Athens, Tenn., electrical manufacturing facility and was part of the team that helped the facility earn recognition as one of *Industry Week* magazine's Top 10 U.S. plants in 2005.



Steel Structures

named vice president of operations for the Steel Structures division.

Dan joined T&B in 1998 in a technical role in our Hackettstown, N.J., utility products manufacturing facility. Most recently, he was the plant manager at our Jonesboro electrical manufacturing facility. Dan has also held positions such as plant manager, Orange Facility, manufacturing engineering manager, and product manager. Dan completed T&B's Lean

Gilreath to Lead Electrical Operations; Seidel to Lead Steel Structures Operations

Chuck most recently served as vice president of operations for the HVAC business and as interim head of operations for the Steel Structures division.

In other operational news, **Dan Seidel** has been

Six Sigma Black Belt program in 2003. He went on to receive his Lean Six Sigma Master Black Belt and became one of T&B's trainers for the Lean Six Sigma Green Belt Program. Dan is also a recent graduate of the *AmpUp* Leadership Development Program at T&B. (See *PowerLine* Spring 2011).

"At our core, Thomas & Betts is a manufacturing company and ensuring that we have the best talent running our facilities is critical to our success," said **Chuck Treadway**, president and chief operating officer. "We are pleased to fill these key positions with well-qualified internal talent. Dan and Chuck's promotions demonstrate the value and effectiveness of our succession planning and talent management process." **D**



Makes Organizational Changes to Support Future Growth

In Canada, T&B's vision is to: "Be the leader, always a step ahead." To help T&B strengthen its leadership position and enhance its focus on key markets, Nathalie Pilon, president of T&B Canada, recently realigned the management team.

André Boudreau, director of market development—Commercial, and **David Tracey**, director of market development—Industrial, are now responsible for the global planning and coordination of initiatives aimed at providing direct, market and sales strategies and support for commercial and industrial end-user customers. André was previously director of marketing and David was previously regional sales manager for Canada's Atlantic region.

Pascale Daviau, who previously lead Business Development and Product Innovation, has shifted her focus to managing the marketing and product management teams to ensure strategy execution, improve focus on innovation and close collaboration with the sales organization. She will continue to be responsible for sustainability and for managing relationships with industry certification agencies in Canada.

Alain Quintal, vice president, Manufacturing, Technology and R&D, will assume leadership for all aspects of product documentation, development and R&D, emphasizing closer collaboration between the manufacturing and product development engineering teams to increase the focus on innovation.

Brian Welling, formerly director, Customer Service, will now use his extensive knowledge of the customer experience and T&B systems, in the role of director, E-Business & Information Technology.

Pierre David, previously facility manager for Canada's centralized distribution center in Bromont, Quebec, has been promoted to vice president, Customer Service and Distribution. In this new and expanded role, Pierre will be responsible for all customer service activities including the optimization of the supply chain in order to meet the high level of excellence expected from all T&B customers.

Brian Murphy has been promoted to regional sales manager for Canada's Atlantic region. **D**

Creating a Safer Workplace

T&B's Iberville Employees Recognized for

Innovation

exceed

operational
excellence



Working hard to consistently raise the bar and create a culture of safety, T&B's Iberville employees were honored recently for their innovation by the Commission de la Santé et de la Sécurité au Travail (CSST). CSST is the Canadian equivalent to Occupational Safety and Health Administration (OSHA) in the U.S.

"Safety is a number one priority in our facility," said **Mike Shenouda**, director of operations for T&B's facility in Iberville, Canada. "We embrace safety as a culture, because a safe work environment is always a team effort. I commend our employees for the critical role they play in sustaining a safe work environment."

CSST recognized the Iberville employees for the development of a new rotating template for drilling connectors used in meter sockets which keeps the operator's fingers and hands at a safe distance when operating the machine, thus eliminating possible injury. Previously, there was a high risk of injury to the fingers or hands when using the drill.

The CSST Innovation Award acknowledges and rewards initiatives from employers and employees that prevent accidents in their workplace.

The Iberville facility manufactures Microelectric® meter sockets, T&B® cable tray, Superstrut® and Joslyn Hi-Voltage® products and employs approximately 162 people. ■

Iberville and CSST representatives gather around the Certificate of Innovation awarded by CSST: (front row, l to r): Martin Isabel, Michel Marcoux, Louis Handfield (CSST), Micheline Daneau, Serge Lévesque, Paul Normand, André Dupras (CSST); (back row, l to r): Mike Shenouda, Jean-Simon Fortin (CSST), Isabelle Bournival, Benoit Paquette and Steven Gendron.



“We embrace safety as a culture, because a safe work environment is always a team effort.”

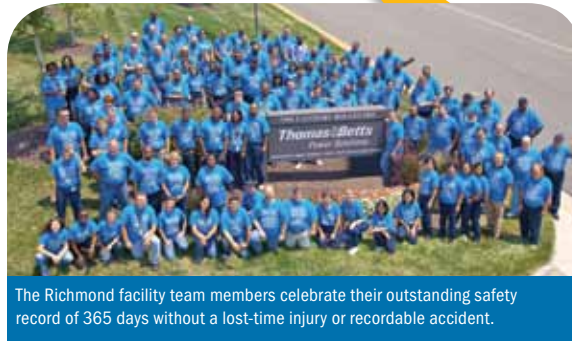
Power Solutions Celebrates Outstanding Safety Record



In the world of finance, zero is usually not a good thing. But when it comes to safety, zero can be a very good thing and T&B's Power Solutions manufacturing facility in Richmond, Va., has reason to be proud of its Zero safety record.

Since July 1, 2011, the Power Solutions facility has logged 393,618 man-hours (365 days) without a lost-time injury or recordable accident.

Donald Peterson, director of operations for Power Solutions, credits much of the accomplishment to the daily emphasis on safety training and education and the Zero Accident Culture (ZAC) initiative that the facility kicked off last year. ZAC focuses on helping employees identify



The Richmond facility team members celebrate their outstanding safety record of 365 days without a lost-time injury or recordable accident.

unsafe behaviors and remain conscious of their environment and potentially dangerous situations.

"We focus on safety from the top down and the bottom up," said Donald. "We can celebrate this significant achievement because of our

employee's commitment to ensuring that we have the best safety processes and procedures in place at all times."

The Richmond facility includes approximately 190 employees who produce a broad range of products designed to ensure a high quality, reliable flow of power to commercial and industrial customers for mission critical applications such as datacenters. **P**

Hager City Facility Celebrates

Significant Safety and Operational Anniversary

40 years



Joe Schnippert (left) and Aubrey Jackson (right) present Jeff Boigenzahn with a plaque celebrating Hager City's 40 years in operation and safety milestone of 500 days without a lost time accident.

500 days

T&B's Hager City, Wis., steel structures manufacturing facility celebrated 40 years of continuous operation this past summer and, while that was significant, it was equaled by the marking of a major safety milestone – 500 days without a lost-time accident.

"Our 40 years of success has been achieved by our dedicated team of employees," said **Jeff Boigenzahn**, facility manager, Hager City. "And through those 40 years, safety has been our number one goal. Through hard work and team work, it is with great pride that I thank our employees for accomplishing such an amazing safety milestone."

Aubrey Jackson (interim president and vice president

of engineering services), **Joe Schnippert**, (operations

and manufacturing), and **Neva McGruder**, (human resources), were on hand from the Steel Structures management team to celebrate the safety milestone and the facility's 40th anniversary.

Built in 1971, the facility manufactures Meyer® steel poles used for the transmission of electrical power. Situated on 150 acres in rural upstate Wisconsin, the facility employs 244 people. The plant also houses a full-scale structure testing and research and development facility located on the site. **P**

T&B's Jonesboro Facility Scores a Huge Win in Efforts to

Go Green



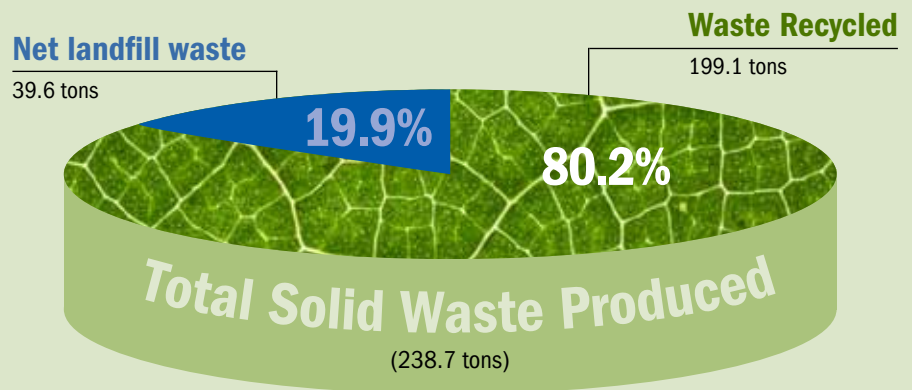
From left: Andy Blackwell, vice president operations, Greenway R&R; Shaun Cook, Greenway R&R; David Dalton, environmental engineer, T&B Jonesboro; Bobby Ferrel, former maintenance and engineering manager, T&B Jonesboro; and Dan Seidel, plant manager, T&B Jonesboro.

Following are highlights from Jonesboro's green initiative progress to date:

Developing sustainable or "green" methods to reduce electricity consumption by 10 percent, water consumption by 5 percent and solid waste by 10 percent is a big task but that's the challenge put to T&B's U.S. and Mexico electrical manufacturing facilities.

To help achieve these goals, T&B's Jonesboro, Ark., facility has partnered with Greenway Recovery and Recycle, a family owned business that specializes in industrial waste management and recycling. Greenway employs a team onsite at the

Jonesboro facility where they sort each piece of solid waste as well as e-waste to determine what is recyclable.



"The efforts of the Jonesboro staff in conjunction with Greenway have quickly led to world-class reduction of landfill waste," said **David Dalton**, environmental engineer for T&B Jonesboro. "Within the first 90 days, the facility experienced 89 percent reduction in landfill tonnage and 97 percent reduction in solid waste transportation. There is no doubt that the Jonesboro facility will surpass the green initiative environmental goals for 2011."

"Prior to our partnership with Greenway, the Jonesboro facility averaged 37 roll-off trash containers per month that were transported and dumped at the local landfill," said David. "Since April 2011, we are averaging 1.5 roll-off trash containers per month."

Ormond Beach

Receives “Best Practices” Award for its Safety Culture

Ormond Beach has been honored by the Volusia Manufacturers’ Association (VMA) with a “Best Practices” award for their Safety performance & culture.


“The Ormond Beach team is thrilled to be recognized by the VMA for what is and will always be our Company’s first priority—the safety of our people. Safety is an integral part of our recruitment, training, auditing, performance management and recognition, and we are proud of our team’s safety performance, and believe our incident-free safety culture makes us an employer of choice.”

— RICK HALL, plant manager



Earlier this year, Ormond Beach earned The Safety and Health Achievement Recognition Program Award (SHARP) from the Occupational Safety and Health Administration (OSHA). (See *PowerLine* Spring 2011).

The VMA is the only trade association for manufacturers in Volusia and Flagler counties, Florida for Daytona Beach manufacturing, and its surrounding areas.

Ormond Beach manufactures electrical power delivery connectors and cable accessories manufactured under the Homac® and Blackburn® brand names. 



THE POWER OF LEARNING

T&B Makes an IMPACT with Online Electrical Sales Training Portal



Pictured: Fawn Hentrel, Laurie Flynn-Daley, Tim Collins

If you’re a T&B sales rep located far from the company’s headquarters, how do you keep up with the latest training information without leaving home? By visiting IMPACT—the new centralized Sales Training Portal located in the Electrical VMO (Vertical Market Opportunity) intranet site.

The portal offers a one-stop-shop for T&B sales reps and agents to access information about vertical markets and product sales training. Under the new training platform, PowerU, the IMPACT Sales Training Portal is just one component of Thomas & Betts’ new training platform including e-learning, and ACCELERATE new hire training.


“By providing sales and support services managers with guidelines for training curriculums and offering a repository of course material on products, markets and other key learning variables, the training needs for our employees can be customized to meet real-time needs,” said **Fawn Hentrel**, sales training manager.

Some of the highlights of the portal include a universal calendar that displays trade-show, product and performance training offerings,

on-demand webinars, job functional training curriculums, training request forms, course one sheets, catalogs and much more. For registered participants, getting access to the latest and archived content is as easy as 1-2-3: log on, click the area of interest and dive in.

“T&B is positioned to continue to take our training global as we continue to address the various learning needs of our sales reps and agents,” said **Tim Collins**, director of sales services, Electrical.

“By positioning T&B to deliver its training platform via several modes, we will look to continue to find ways to create training initiatives that are not only relevant for our present and future, but align with our overall business strategy linking to our initiatives of being an employer and brand of choice,” said Fawn.

While the program was designed with sales reps in mind, any T&B employee or agent can register to access the training materials at verticalmarketportal.brainkeeper.net. You can sign-up for RSS feeds to get updated electronically when new events are added. 

Old Glory Flies High

Thanks to T&B's Hager City Employees

For forty years, from 1921 to 1961, the American flag – also known as ‘Old Glory’ – flew high above Red Wing, Minn. (and T&B’s Hager City facility), on the crest of Barn Bluff. Overlooking the Mississippi River and steeped in history, the bluff was used as a visual reference point for explorers during the 19th century. In 1961, it was determined that the flag had been installed on a sacred Indian burial ground and was promptly removed.


Forty years later, after significant effort by the Flag on the Bluff Committee, the Red Wing City Council and the State of Minnesota Heritage Preservation Department, Old Glory is again flying high on the bluff, this time with the blessing of the Tribal Council. Out of respect for the burial ground, the flag has been relocated just 63 feet away from its original location.

T&B’s Hager City, Wis., facility played a big role in bringing the project to life. **Jeff Boigenzahn**, the facility’s manager and member of the Flag on the Bluff committee, volunteered to manufacture and donate the pole. The pole is 8-sided galvanized steel, 40-feet (12 meters) long and weighs 600 pounds (272 kilograms).

It features solar panel lighting to illuminate it during the night and has security cameras to prevent vandalism.

Hauling the pole to the top of the bluff was no easy feat. Motor vehicles couldn’t be used on the steep bluff so 15 volunteers strapped the pole to long wooden boards that rested on each person’s shoulders as they carried the 600-pound hunk of steel to its permanent location.

The flag and flag pole were installed just in time for a Flag Day ceremony on June 14th. Flag Day is an American holiday designated to celebrate the adoption of the United States flag in 1777.

This isn’t the first item the Hager City facility has donated to Red Wing. They also provided the arch over the entrance to Discovery Garden in Colville Park. (See *PowerLine* 2009-2010). 

“The employees of the Hager City facility were honored to be such an important part of this project for the city of Red Wing,” said Jeff. “We like to do what we can, and support our community.”



Above: Veterans salute the American flag shortly after it was raised as part of a Flag Day ceremony atop Barn Bluff.

Left: Volunteers gather to push the 40-foot, 600-pound flagpole into place.

Left: It took 15 volunteers to manually move the giant flagpole to the top of Barn Bluff.

T&B Financial Professionals Gather for EMEA & Asia Conference

Right: The EMEA & Asia finance conference brought together over 30 financial professionals from more than 10 countries.

Below: Filip VanRijssegheem, operations controller, EMEA, prepares to climb a tree during the team building exercise.



Frank den Brok, director of finance for T&B's European, Middle Eastern & Asian operations organized the conference which included topics such as efficiently integrating new acquisitions, tax policy, budgeting process, IT systems and inventory management.

"As a company, we want to achieve new heights, therefore, we need to operate on high levels," said Frank. "The conference was an invaluable forum and venue and was well attended and very effective for our purposes."

Over 30 financial controllers and senior executives from more than 10 countries recently attended a three-day conference in Brussels, the company's European headquarters. The theme of the conference was "Reaching for New Heights."

However, it wasn't all business. Not far from the conference, hidden among the forest, the group took part in team-building exercises that also took them to "new heights"—literally. The activities included tree climbing and zip-lining through the woods.

"Working as a team yields better results than a group of individuals," said **Fabrice VanBelle**, president of EMEA operations. "Group activities are an excellent way to have employees bond with each other. It's no secret that a well bonded team of workers is more productive." **P**

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